



**FOR INFORMATION**

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**TO:** Business Board

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**PRESENTER:** Kelly Hannah-Moffat, Vice-President, People Strategy, Equity  
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**DATE:** November 20, 2024 for November 27, 2024

**AGENDA ITEM:** 5 (a)

**ITEM IDENTIFICATION:**

Renewal September 1, 2021 – August 31, 2026 Collective Agreement between the University of Toronto and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada ('IATSE'), Local 58.

**JURISDICTIONAL INFORMATION:**

In accordance with Section 5.10(c) of the Business Board Terms of Reference, approval of changes to the Collective Agreement within existing policies and salary determination procedures are delegated to the President and are provided for information only.

**GOVERNANCE PATH:**

1. Business Board – November 27, 2024

**PREVIOUS ACTION TAKEN:**

N/A

**HIGHLIGHTS:**

The University of Toronto and IATSE, Local 58, which represents two appointed House Technicians (and a varying number of casual stage workers) employed at the Hart House theatre, have completed negotiations for a renewal collective agreement for the

period September 1, 2021 to August 31, 2026. The Memorandum of Agreement was signed on May 10, 2024 and ratified on June 20, 2024.

This collective agreement is part of a bargaining cycle based on a pattern of Across-the-Board (ATB) wage increases that began with the USW Staff-Appointed agreement reached last September, immediately following UTFA's arbitration award. This ATB pattern now applies to approximately than 20,000 University employees represented by USW, CUPE, and other unions and bargaining units.

This agreement occurred within the context of Bill 124 being deemed unconstitutional and subsequently repealed in February 2024. Bill 124 restricted compensation increases to 1% annually during a 3-year moderation period, which coincided with extraordinarily high inflation that averaged well over 3% per year during and after the COVID-19 pandemic. High inflation, combined with restricted compensation under Bill 124, and the exclusion from our collective agreements of any retroactive wage increases ("reopeners") in the event that Bill 124 was repealed, meant that the University spent significantly less on labour costs relative to inflation for the 6 years that include the Bill 124 moderation period, as compared to previous years, since at least 2005. At the same time, we shifted from our historical trend of negotiating ATB wage increases that match or exceed inflation, thereby limiting the impact of pandemic-related inflationary spikes on our labour costs. Our ATB increases are on average approximately 0.65% per year below the CPI over the past 6 years, or approximately 3.8% in total below the CPI for the past 6-year period.

The University resisted significant union pressure to provide retroactive wage increases to cover the 3-year Bill 124 moderation period. The absence of "reopener" provisions in our collective agreements means we have minimal responsibility for the financial damages of the now repealed Bill 124. CUPE and other unions are currently pursuing damages in court from the Ontario government.

### **Key Non-monetary Revisions**

- Added the Land Acknowledgment statement approved by the Governing Council to the Collective Agreement
- Clarified the definitions of "Student Productions", "Student Products" and "Productions presented by Hart House Theatre / Hart House Theatre Productions"

### **Monetary Revisions**

- Annual across-the-board (ATB) increases of 1%, 1%, 9%, 2%, and 1.8% effective on September 1st of each year of the 2021 – 2026 collective agreement
- Amended Letter of Intent: Educational Assistance to increase University of Toronto graduate programs from up to \$3,000 to up to \$3,200 per academic year, and non-degree credit work-related courses from up to \$750 to up to \$800 per course, as well as expanded offerings from the School of Continuing Studies

only to include other University of Toronto divisions offering non-degree credit courses

- Implemented limits on the cost and number of courses that may be taken outside of the University
- Increased the safety shoe or boot allowance from up to \$200 to up to \$250 annually
- Continued participation in the University’s Employee and Family Assistance Program

**FINANCIAL IMPLICATIONS:**

**Estimated Costing – IATSE Local 58 Collective Agreement**

	<b>Year 1 2021/22</b>	<b>Year 2 2022/23</b>	<b>Year 3 2023/24</b>	<b>Year 4 2024/25</b>	<b>Year 5 2025/26</b>	<b>Total Over 5 Years (Base Increase)</b>	<b>Total Over 5 Years (OTO cost)</b>
<b>Annual Across the Board (ATB) Wage Increases</b>	\$1.3K 1%	\$1.3K 1%	\$12.1K 9%	\$2.9K 2.0%	\$2.7K 1.8%	\$20.3K 14.8%	
<b>Safety Shoe/Boot Reimbursement</b>					\$0.5K 0.33%		\$0.5K 0.33%
<b>Total Compensation = \$131.6K</b>	\$1.3K 1%	\$1.3K 1%	\$12.1K 9%	\$2.9K 2.0%	\$3.2K 2.13%	\$20.3K 14.8%	\$0.5K 0.33%